

State Statute/Rule/ Policy	Description of Statute/Rule/Policy	Replacement Policy/Practice	How will waiver of this statute/rule/policy help student achievement?	Date of Approval	Length of approved waiver	Conditions on Waiver
T.C.A. § 49-5-101(a); SBE Rule 0520-01-02-.03(5)	Staffing Requirements – Licensed Principals	CPS will recruit and interview all highly qualified candidates from around the country.	CPS will recruit the most qualified candidates from around the country and be able to hire the leaders who will most effectively fulfill its mission.	12/16/2020	Charter Term	N/A
T.C.A. 49-5-401	Hours and Benefits – Teacher Assignment	CPS utilizes an extended school day schedule, including increased instructional and professional development hours. Teachers receive compensation commensurate with the increased work hours.	Students will receive additional instruction throughout the year through the extended school day. Students will also receive higher quality instruction from teachers that includes regular afterschool professional development..	12/16/2020	Charter Term	N/A
T.C.A. 49-6-2206-2207	Curriculum – Use of Unapproved Textbooks	CPS will use both state-approved textbooks and other unapproved instructional materials.	In order to meet the wide needs of all students, CPS will select the curriculum and textbooks that can meet grade level students as well as those below grade level, as well as students with unique learning needs.	12/16/2020	Charter Term	N/A
T.C.A. § 49-3-306(a); SBE Rule 0520-01-02-.02; SBE Policy 5.600	Compensation – Licensed Personnel Salaries	While we ensure that public monies will be used properly and all personnel will be paid adequately, accurately and on time, it is critical to our program that the payroll system reflects our individual school's purpose and philosophy. CPS understands that adequate compensation is a critical component to attracting and retaining the best possible teachers. Compensation includes salary, bonus and stipends as necessary.	CPS will use compensation as one tool to attract and retain the best possible teachers, leading to high-quality instruction provided to students in every classroom.	12/16/2020	Charter Term	N/A
T.C.A. 8-23-206(a)	Compensation – Longevity Pay	While we ensure that public monies will be used properly and all personnel will be paid adequately, it is critical to our program that the payroll system reflects our individual school's purpose and philosophy. CPS will offer incentive pay that compensates them for years of consistent student performance and professional development growth, in addition to years of service.	CPS will utilize compensation to ensure that teachers are striving to improve student performance, grow their content knowledge as instructors and increase tenure length in order to maximize their instructional effectiveness.	12/16/2020	Charter Term	N/A
T.C.A. 49-5-408-409	Tenure – Evaluation Contracts and Employment Termination	Every teacher will be assessed based on their performance and student achievement. Teachers who attain the required levels of performance, as outlined in their contracts, will be offered a contract for the following school year.	Retaining high-performing teachers allows CPS to maximize student growth and achievement.	12/16/2020	Charter Term	N/A
T.C.A. 49-5-501-513	Tenure – Tenure	As a charter school, CPS will be results-driven. Accordingly, CPS employees will be “at-will.”	A major element of student success will be CPS’s ability to attract and retain a staff that is committed to our vision and able to deliver effective instruction every day.	12/16/2020	Charter Term	N/A
T.C.A. 49-3-311	Capital Outlay	It is critical that we have freedom from non-health and safety standards for the school site and have control of the facility, rather than the board of education.	CPS will maximize the effectiveness of school site resources to drive student achievement and align our building choices with our mission and goals.	12/16/2020	Charter Term	N/A
SBE Rule 0520-01-03-.07(2) and SBE Rule 0520-01-03-.07(3)	Staffing Requirements – Library Information Center Personnel	CPS will offer classroom libraries and floating resources to educate students and create a love of reading.	CPS students will have continuous access to a substantial classroom library and the local branch of the public library.	12/16/2020	Charter Term	N/A
T.C.A. § 49-3-359(a)	Instructional Materials/Supplies	In lieu of distributing funds to teachers to purchase their own instructional materials/supplies, CPS will acquire high-quality instructional materials/supplies for each teacher and will distribute them prior to the first day of school.	Acquiring high-quality instructional materials/supplies for all teachers and distributing them prior to the first day of school, as opposed to distributing funds to teachers for them to buy their own, will ensure that CPS maintains consistency and uniformity among the instructional materials/supplies used in each classroom. This will also ensure that the materials purchased are of high-quality and effective in supporting CPS’s academic model.	12/16/2020	Charter Term	N/A